

Maryland State Board of Examiners of Nursing Home Administrators

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Cultural Competency Awareness

Cultural competency in healthcare refers to being aware of cultural differences among diverse racial, ethnic, and other minority groups, respecting those differences, and taking steps to apply that knowledge to professional practice. Understanding and respect of the cultural, religious and lived experience of others is key in every aspect of existence, but it is especially important in the health care arena. There is indisputable data that illustrates that increasing cultural competency of health care providers is associated with increased trust in the medical system, enhanced patient satisfaction, and

greater adherence to treatment regimen.

In order to increase the cultural competency of health care providers, the United States Department of Health and Human Services, Office of Minority Health developed and tested a curriculum on cultural competency training for health providers entitled “A Family Physician’s Practical Guide to Culturally Competent Care.” The teaching module which leads to 9 CME units is interactive, free and is based on the latest research in the area of cultural competence. It incorporates the CLAS (Culturally and Linguistically Appropriate Services) standards and can be

accessed on the following site:
<http://thinkculturalhealth.org/cccm/>

This article was prepared by the Maryland Department of Health and Mental Hygiene, Office of Minority Health and Health Disparities, that is charged with promoting programs to eliminate health disparities in racial and ethnic minority groups in the state of Maryland. Check out their website:

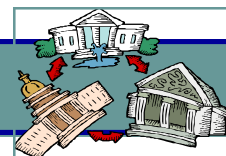
www.mdhealthdisparities.org



**Minority Health and
Health Disparities**
Maryland Department of
Health & Mental Hygiene

*From the Desk of the Chairman
Paul E. Joyce, NHA, RHPF*

Legislative Update



Your Board of Examiners of Nursing Home Administrators (BENHA), during the past 2007 Legislative Session, monitored all bills introduced that could possibly compromise the existing licensure program for Maryland Nursing Home Administrators. (Note: The Center for Health Workforce Studies, School of Public Health, University of Albany, rated Maryland “excellent” and the Maryland Licensure Program third in national standing). We are pleased to advise that no such bills were introduced.

BENHA will continue to closely review all future legislation and ask for your ongoing support with this Legislative Oversight process. The Board also wishes to thank the many administrators and others who helped monitor the past session. If you would like to participate in your BENHA future Legislative Oversight process, please contact Pat Hannigan, (410) 764-4750, or email at hannigap@dnhm.state.md.us.

Newly Licensed Nursing Home Administrators

In calendar year 2007, the following individuals have been licensed to practice as Nursing Home Administrators in the State of Maryland:

Zina Kendell	Matthew T. Rosewag
Elmyra B. Mitchell	Tina M. Sandri
Thomas R. Mondloch	Barbara J. Seebold
W. Scott Murray	Linda E. Tierson
Gregory Porter	Perry J. Weiker

Also, Jennifer Nealon was licensed in November, 2006, but was left off of the list in the last newsletter.

*Visit the Board's website at:
www.dhmm.state.md.us/bonha/*

*We welcome any suggestions and/or
recommendations for improvements to our site.*

100-Hour Courses for Nursing Home Administrators

In addition to the home study programs offered through Dr. James Allen, www.ltc.edu.com, and St. Joseph's College of Maine, www.sjcme.edu/cps, on April 13th, Ms. Barbara Leasure began the spring 2007 offering at Carroll Lutheran Village.



Barbara Leasure and students currently pursuing the 100-hour course at Carroll Lutheran Village clockwise from left: Scott Cieri, Valentin Miafo-Donfack, David Wendt, Sharon May, Lois Annette Hodges, David Gearing, Yetunde Fasus, and Ms. Leasure.

Have You Paid Your State Taxes?

The Board is required to verify that licensees have paid all undisputed Maryland taxes. The Board is authorized to deny the renewal of a license if the licensee has neglected to pay any Maryland taxes.



The Board does not have the authority to ignore or amend this law. If you have outstanding taxes or unemployment insurance contributions, you must satisfy these debts before renewing your license. If you cannot satisfy the debt, you may work out an acceptable payment plan with the Office of the Comptroller.

Please call the Comptroller of Maryland, Compliance Division at (410) 974-2432 if you have any questions, or need to make payment arrangements.

Disciplinary Actions:



September 2006

Richard F. Fusco, N.H.A.; License Number R0858

Type of Action: Final Decision and Order

Date of Action: September 22, 2006

The Board affirmed its prior June 14, 2006 Order for Summary Suspension of the license of Richard F. Fusco to practice as a nursing home administrator in Maryland under Md. State Gov't Code Ann. § 10-226(c), and continued the suspension of Mr. Fusco's license to practice nursing home administration in Maryland until at least January 1, 2008, based on its determination that the public, health, safety, and welfare imperatively required emergency action because of Mr. Fusco's admitted relapse of drug abuse and dependency problems and positive tests for cocaine.

(Disciplinary Actions continued on next page.)

Disciplinary Actions (cont.)

January 2007

Alec D. Weitzel, N.H.A.; License No. R01504

Type of Action: Public Letter of Surrender

Date of Action: January 10, 2007

The Board accepted a public Letter of Surrender from Alec D. Weitzel, who offered to surrender his license to practice nursing home administration in Maryland to resolve pending disciplinary charges issued against him by the Board. The Board charged Mr. Weitzel with the commission of multiple violations of the Board's statutes and regulations. Specifically, the Board's disciplinary charges alleged that Mr. Weitzel allowed an unlicensed individual to be in charge of the operations of a nursing home at which he was listed as the administrator of record with the Board; and that he was employed in a regional position with the corporation that owned that nursing home, which took him away from the nursing home and prohibited him from being present at the nursing home the requisite 40 hours per week. The Board's charges were also based on an annual survey of the nursing home completed by the State Office of Health Care Quality, which revealed several deficiencies at the nursing home during the relevant time period covered by the Board's charges.

March 2007

Richard F. Fusco, N.H.A.; License Number R0858

Type of Action: Final Decision and Order

Date of Action: March 14, 2007

The Board suspended Mr. Fusco's license to practice nursing home administration in Maryland until at least January 1, 2008. Before the suspension of Mr. Fusco's license can be lifted, Mr. Fusco must demonstrate to the satisfaction of the Board successful rehabilitation and long-term recovery from drug dependency and addiction.

The Board took action based on its finding that Mr. Fusco committed multiple violations of the Maryland Nursing Home Licensing Act, specifically that he violated Md. Code Ann., Health Occupations Article ("HO") § 9-314(b)(3) by failing to meet substantially the standards of practice adopted by the Board by regulation; HO § 9-314(b)(5)(ii) by providing professional services while using any narcotic or controlled dangerous substance, as defined in § 5-101 of the Criminal Law Article, or other drug that is in excess of therapeutic amounts without valid medical indication; HO § 9-314 (9) by willfully failing to file or record any report as required under law, willfully impeding or obstructing the filing or recording of the report, or inducing another to fail to file or record the report; and HO § 9-314(11) by committing an act of unprofessional conduct in the licensee's practice as a nursing home administrator.

Board Approved Continuing Education Programs

Correspondence Program - Open and Continuous
"Preceptor Certification Program"

Sponsored by Professional Printing and Publishing, Inc.
Contact: Patricia Berry (800) 551-8783, or www.ppandp.com
Folder #3001 - 6½ Hours

May 9, 2007

"Working with Cultural Diversity"

Veterans Affairs Medical Center, Martinsburg, WV
Sponsored by: Chesapeake Health Education Program
Contact: Gail Pfouts, (410) 642-1195
Folder #3007, 5½ Hours

May 9, 2007

"Advanced Directives/PPOC Form"

Stella Maris Auditorium, Timonium, MD
Sponsored by: Stella Maris
Contact: Rose Kendig, (410) 252-4500, ext. 7205
Folder #3019 - 3 Hours

May 10, 2007

"Since Strangling Isn't an Option"

Veterans Affairs Medical Center, Martinsburg, WV
Sponsored by: Chesapeake Health Education Program
Contact: Gail Pfouts, (410) 642-1195
Folder #3008, 5½ Hours

May 14, 2007

"Understanding Older Minds: Issues in Geriatric Healthcare"

Perry Point Veterans Affairs Medical Center, MD
Sponsored by: Chesapeake Health Education Program
Contact: Gail Pfouts, (410) 642-1195
Folder #3009, 5½ Hours

May 17, 2007

"Optimizing Clinical Outcomes: Ethics, Pain and Rehabilitation"

Robinwood Medical Center, Hagerstown, MD
Contact: Sheree L. Gordon, (301) 665-4560
Folder #3016 - 6 Hours

May 31, - June 1, 2007

"Introduction to Healthcare Law and Ethics"
Robinwood Medical Center, Hagerstown, MD
Sponsored by: Washington County Hospital
Contact: Sheree L. Gordon (301) 665-4560

June 12, 2007

"Basic MDS: What is it, and how do I do it?"
Hagerstown Community College, Hagerstown, MD
Sponsored by: Hagerstown Community College
Contact: Angela Stoops, (301) 790-2800, ext. 397
Folder #2996 - 5½ Hours

(Continuing education continued on next page.)

Continuing Education (cont.)

June 15, 2007

"Changing Our Perspective in Providing Quality Care for Persons with Dementia"

Hagerstown Community College, Hagerstown, MD

Sponsored by: Hagerstown Community College

Contact: Deborah M. Staley, (31) 790-2800, ext. 454

Folder #2994 - 6 Hours

The Following Correspondence Courses, Sponsored by: Institute for Natural Resources, have been approved for three hours each:

"Arthritis, Diet and Exercise"

"Asthma and Allergies"

"Autoimmune Disease and Multiple Sclerosis"

"Food Allergies"

"Germs, Bacteria, Viruses, Fungi, Protozoa, & Helminthes"

"Hepatitis A"

"Hepatitis C"

"HIV/AIDS"

"Irritable Bowel Syndrome & Inflammatory Gastrointestinal Disorders"

"Malpractice: An Update for Health Professionals"

"Medical Ethics: A Clinical Update"

"Non-HIV/AIDS Sexually Transmitted Diseases"

"Over the Counter Pain Medication: A Clinical Update"

"Skin Allergies, Skin Care, and Wrinkles"

"Stress and Eating"

"Thyroid Disorders"

"The Common Cold and Flu"

"Stop Gaining Weight"

For more information, and to register, contact Carli O'Sullivan, (925) 609-2820, ext. 247

These courses have been approved for the period of November 20, 2006 - November 19, 2007—Folder #2991

The Following Correspondence Courses, Sponsored by: Institute for Natural Resources have been approved as follows:

"Low Carb Diets" - 3 Hours

"Non-Traditional Approaches: Anxiety, Insomnia and Depression" - 3 Hours

"Women's Health: Menopause" - 3 Hours

"Obesity and Low Fat Diets" - 3 Hours

"Mild Brain Injury" - 3 Hours

"Stem Cell Research: Promise and Pitfalls" - 3 Hours

"Some Nerve" - 3 Hours

"Successful Aging" - 4 Hours

"Can You Type? Type 1 vs. Type 2 Diabetes" - 3 Hours

"Neurotransmitters: The Bridges of the Brain" - 3 Hours

"Chronic Fatigue Syndrome: The Prognosis Improves" - 3 hrs.

"Anti-Anxiety Drugs" - 3 Hours

"Eating Disorders: Anorexia, Bulimia, Binge Eating, and Orthorexia" - 3 Hours

"Fibromyalgia" - 3 Hours

"Vitamin C, E and Folic Acid: Three Efficacious Vitamins" - 3

"Women's Health: Depression" - 3 Hours

"The Pain Mutiny" - 3 Hours

"Topic of Cancer" - 3 Hours

"Women's Health: Chronic Pain" - 3 Hours

"Women's Health: Insomnia" - 3 Hours

"Wide Bodies: Children, Obesity and Diabetes" - 3 Hours

"Obesity and Hormones" - 3 Hours

"Parkinson's Disease & ALS" - 3 Hours

"Paradise Regained" - 3 Hours

"Sugar, Sugar: Management of Diabetes" - 3 Hours

"Stop Losing Sleep" - 3 Hours

"Stimulants: Caffeine, Amphetamines, and Appetite Suppressants" - 3 Hours

"Omega 3 Fatty Acids" - 3 Hours

"Virus Alert: Small Pox and West Nile Viruses" - 3 Hours

"Brain and Stress: Disorders and Coping Strategies" - 3 hrs.

"Cognitive-Behavior Therapy" - 3 Hours

"Chocolate: Food, Drug or Preventative Medicine?" - 3 hrs.

"Arthritis and Rheumatic Diseases" - 3 Hours

"Women's Health: Migraines and Headaches" - 3 Hours

"Autism: Pervasive Developmental Disorder" - 3 Hours

"Alzheimer's: Prevention of the Disease and Other Dementias" 3 Hours

"High Fat, High Protein Diets" - 3 Hours

"Herbal Remedies" - 3 Hours

"Heart Health" - 3 Hours

"Loss of Control: Fighting Back with Full Strength" - 3 hrs.

"Snacking: An Opportunity for Better Health" - 3 Hours

"Rx for Women" - 3 Hours

"Prevent Breast Cancer" 3 Hours

"Poles Apart: Unipolar vs. Bipolar Depression" - 3 Hours

"The Pain Truth" - 3 Hours

"Food Cravings and Appetite Control" - 3 Hours

"Head Ache" - 3 Hours

"Memory and Amnesia" - 3 Hours

For more information, and to register, contact Carli O'Sullivan, (925) 609-2820, ext. 247

These courses have been approved for the period of February 8, 2007 - February 7, 2008—Folder #3011

For programs that are approved by the National Association of Long Term Care Administrators, including correspondence and internet programs, please visit their website at: www.nabweb.org.

STATE BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS

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